

OUR
TENTH YEAR!

pRide

APRIL
1995

THE NEWSLETTER BY AND FOR

RHODE ISLAND STATE EMPLOYEES

The Code of Ethics: What Every State Employee Needs to Know

By Marilyn Hines, Ethics Commission Education Coordinator.

All state employees are governed by the R.I. Code of Ethics. In January, Governor Almond issued Executive Order 95-1, reaffirming the State's commitment to integrity in public service. What does all this mean for employees?

The overwhelming majority of State Workers are hardworking, honest, and ethical. But, if we don't know what a "conflict of interest" means under the law, we can still make a mistake and violate the Code of Ethics. And if we violate the Code, we are liable for our actions; we can be fined as little as \$25. or as much as \$25,000.

Conflicts of Interest may arise in many areas of our work. Ask yourself these questions: Do you make purchasing decisions for your division? Do you travel on State business? Do you have access to confidential information? Do you use State vehicles or equipment? Do you make decisions about hiring or promotions? Do you work for a regulatory agency? Have you ever received a gift from a client or State vendor and wondered whether you can accept it? Has someone offered to pick up the tab on a business lunch? Do you have another job?

If you answered yes to any of these questions, you need to know about the Code of Ethics. The Code sets out specific guidelines for public employees, elected and appointed officials. For example, if you work with State vendors, dollar thresholds determine what you can and cannot accept as a gift. If you attend a business lunch, someone else can pick up the tab, as long as the price of your meal is not too high.

You can get specific answers to questions by participating in a seminar by the **Rhode Island Ethics Commission**. Seminars run from one to three hours and can be scheduled at the convenience of your division, agency or department. The seminar can be held right in your own building, or at another convenient location. Regularly scheduled seminars are also available, co-sponsored by the Ethics Commission and the Office of Training and Development (OTD).

The Commission has available copies of the Code of Ethics as well as brochures that explain key provisions of the Code and Commission procedures. Any employee may call the Ethics Commission to order copies of these materials or to get answers to questions about the Code. Feel free to call anonymously, if you prefer. **For more information, contact Marilyn Hines, Ethics Commission Education Coordinator at 277-3790 (voice/TDD).**

'94 SECA Sets A New Record in Giving

State Employees have once again set a record in giving to the Charitable Appeal. Under the leadership of SECA Chair **A. Kathryn Power**, the 1994 SECA raised \$614,974 — a 7% increase over the previous year. This money was designated by the donors to support the human service and cultural programs of 329 agencies in R.I. and other New England states, and 115 national and overseas agencies. At the March 13 Awards Reception at the State House, Governor Almond commended the award winners and all of the dedicated volunteers, claiming that "you have all done a terrific job. You have demonstrated the **pRide** state employees take in their public service and the genuine concern they have for their community."



Governor Almond presents the "Outstanding Campaign Award" to Helen Harnett, 1994 SECA Chair for the Department of Employment and Training. DET won the award in the mid-sized agency category.

With them is DET Director Lawrence G. Fitch

(Continued on Page 4)



95-3 1-25-95

State Regulation Moratorium and Review.

95-4 2-1-95

State Debt (review procedures) established.

95-5 2-1-95

Interim Howard Center Council established.

95-6 2-16-95

Paratransit Task Force Continued.

95-7 3-3-95

Policy on State-Owned Cellular Phone Usage established.

95-8 3-8-95

Abolishes Certain Board and Commissions.

95-9 3-13-95

Oversight by Providence County High Sheriff and Statewide Service of Process.

95-10 3-16-95

Established an Economic Development Council.

95-11 3-16-95

Sexual Harassment in the Workplace.

For more information or copies of Executive Orders, call the Office of the Executive Counsel, 277-2080, Ext. 258.

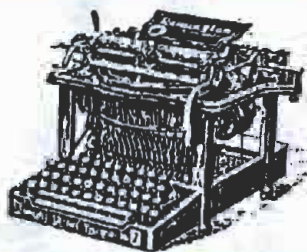


Announcing! Our Tenth Anniversary Essay Contest

State employees are invited to join the fun! In 150 words or less, tell us about your **pRide** in working in State government. Essays will be judged by the **pRide** Editorial Board. The winning essay will be published in the August issue of **pRide**.

All entries must be received by June 1, 1995. Send your entry to: **pRide Contest**, c/o Division of Human Resources, One Capitol Hill, Providence, RI 02908-5860 or fax it to (401) 277-6391.

(Members of the **pRide** Editorial Board and staff members are not eligible.)



LETTERS TO THE EDITOR

Wanted: Your Points of View

The editors of **pRide** invite comments from readers. Do you agree or disagree with some of our articles? Do you have a strong opinion that you want to air in our pages?

Send your comments to:

Letters to the Editor

pRide

c/o Division of Human Resources

One Capitol Hill

Providence, RI 02908-5860

or fax them to (401) 277-6391

Letters will be published based on space availability and may be edited for reasons of space or to achieve clarity. Letters should be typed or hand printed. Please include your name and phone number in the event we need verification. Unsigned letters will not be published. However, if you wish your signed letter to be published anonymously, so indicate, and we will honor your request.

Children Count at Growing Children and Parents Count on Growing Children

Child care for State Employees

We earn parents trust by creating innovative learning programs for all age and development levels, by maintaining an impeccably trained and qualified staff, by providing a safe and healthy environment, and by making parents a meaningful part of our activities.



Growing Children of Providence
located in the
Dept. of Administration Building
- Ground level -

Infants-\$110.00 for 5 days
Toddlers-\$100.00 for 5 days
Pre-school-\$95.00 for 5 days

Call Karen Brownell at 331-3590
NAEYC Accredited—Licensed by DCYF

Did You Know?

The **pRide** newsletter masthead was designed in 1985 by Wendy Andrews, a freelance artist who supplied graphics for state agency projects.

pRide, the state employees' newsletter, is published bi-monthly by the Division of Human Resources, Department of Administration, William E. Powers Building, One Capitol Hill, Providence, RI 02908-5860. 277-2200

Director of Administration:
Gayl W. Doster

Associate Director, Administration/Human Resources:
Robert Tetreault

Personnel Administrator:
Anthony A. Bucci

Editor-in-Chief:
Donald J. Boisvert

Executive Editor:
Beverly Dwyer

State Photographers:
Alex Tavares, DOT
Chet Browning, DED

Editorial Board:
Susan Anderson, NBC • Johanna Bell, DOH • Becky Bovell, DED • John DiTomasso, DOA • Anne Gregson, GTO • Joan Grenga, CJTD • Larry Grimaldi, DEA • Douglas Hartley, PUC • William Hawkins, III, CRMC • Frank Iacono, DLS • Raymond LaBelle, EMA • Patricia Mathews, DCYF • Linda McArthur, RIHMFC • Delma McConnel, RILC • Sandra Nadeau, CCP • Nancy Piffard, DET • A. Kathryn Power, MHRH

Deadline for contributions to the June issue is April 13, 1995.

The State of Rhode Island is an equal opportunity employer and reasonable accommodations will be provided. For assistance, call EEO Office at 277-3990. (TDD 277-6144).

BILLS ON

95-S 0079. Grants state and municipal workers up to 10 days per year of paid leave while providing disaster relief services.

95-H 5066. Requires state employees be informed by their supervisors that they cannot use sick leave for any purpose other than disability or sickness. Allows employees to receive 75% of pay for accumulated sick leave on termination.

95-H 5766. Allows state workers to run for any elected office.

95-S 0549. Abolishes 20 yr. tenure rule and the provision for longevity pay for workers hired after passage of act.

95-H 6629. Expands from 12 to 24 months period of time authorized for interchange of state officers and employees.

95-H 6632. Provides free tuition to children of state employees who die, become permanently disabled from job-related injuries, or who die of a heart attack or hypertension while a state worker.

95-H 6228. Establishes leave-sharing program allowing state workers to assist other employees who have expended all their allocated leave due to severe illness or family problem.

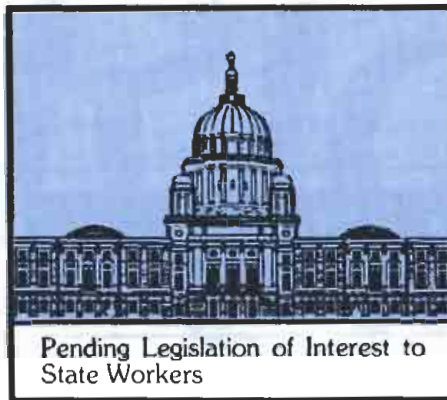
95-H 6248. Abolishes full status given state employees based on years of service.

95-H 6344. Includes mutual funds in list of investment options available to state and municipal employees who participate in a deferred compensation plan.

95-S 1007. Increases to 25 yrs. the amount of combined state service required for tenure.

95-S 0611. Establishes medical savings account for pilot program for state employees.

95-S 1230. Eliminates longevity pay increases for new state employees and freezes amount paid to current workers.



Pending Legislation of Interest to State Workers

95-H 5139. Requires auditor general to audit retirement system annually without necessity of a request from retirement board.

95-H 5222. Requires future purchasers of service credits in the retirement system to pay full actuarial value and accrued interest.

95-H 5238. Denies retirement benefits to present or retired employees convicted of a state employment related felony. Contributions made until time of convictions to be refunded without interest.

95-H 5725. Lowers age for state pension eligibility from 60 years to 58 years.

95-H 5785. Limits state retirees after 1-1-96 to a maximum allowance of \$55,000.

THE HILL

95-H 5823. Prevents retired state employees from collecting state pension while working for a city or town.

95-H 5827. Allows members of state retirement system to also be members of any union and remain eligible to participate in and receive benefits of state retirement.

95-S 0895. Repeals pertinent remaining provisions of the general laws granting service credits to members of the state retirement system for other than actual state service.

Legislative Hotlines:

For Status of Bills 277-2910

Summary of
Legislation 277-2187

For schedules, hearings
meetings, etc. 277-1308

For information on
computer system . . . 277-3580



Rhode Islanders with their own computers can gain access to the computer bulletin board by dialing 277-2910. Those without computers can gain access via terminals at public libraries around the state. Lists of legislative committee meetings and actions may be had via fax machine (277-1308) and its data is or soon will be available via the state Department of Library Services.

For information about the new system, contact the legislative data systems office at 277-3580.

pRide in performance

Aucott Receives Achievement Award



John E. Aucott, Program Manager at Rhode Island's Emergency Management Agency, was honored at a State House ceremony as the first

Rhode Island emergency management professionals to receive a certificate of achievement from the Federal Emergency Management Agency (FEMA), for completing its professional curriculum.

Aucott, a former Narragansett Civil Defense director, has been with the state Emergency Management Agency since 1988, and has been its program manager since 1990. As such, Aucott oversees the state's hazardous material emergency planning and response program.

The certificate of achievement, signed by Governor Sundlun and John W. McKay, superintendent of the Emergency Management Institute, was presented by Joseph Carnevale, Jr., director of the state agency, during the State House ceremony.

In a letter to Carnevale, McKay said, "Completing the Professional Development Series curriculum is a notable achievement which signifies a commitment to professional partnership in the emergency management field. By completing the Professional Development Series, Mr. Aucott has displayed a personal interest in supporting this goal. **He is to be commended for this achievement. Please convey our congratulations to this outstanding emergency management professional.**"

SECA '94

(Continued from Page 1)

The coveted Hope Award, SECA's highest, went to the Department of Health. Outstanding Campaign awards went to the University of Rhode Island, Department of Mental Health, Retardation and Hospitals, Department of Employment and Training, General Treasurer's Office, Department of State Library Services, and the Office of the Mental Health Advocate. The State Court System received the Most Improved Campaign award, for achieving an aggregate 60% increase.

Five individuals received Chair's Citations for their exceptional efforts and personal commitment: Patricia Borges (MHRH), Lonnie Beattie (DSA), Susanne Cabral (CCRI), Martha McVeigh (DBR), and Elizabeth Preston (DOT). Also recognized for their service to SECA were the Loaned Executives: Manny Thetonia of DET, the "dean" of L.E.s with 15 years of service; Pat Chamard-Chick, DET (5 years), John Garrick, DEM (4 years), Russell Dixon (DOC), David Hamel (DOH), and Robert Melucci (Court System). Cox Cable Rhode Island was recognized for its role in producing the campaign video.

Kathryn Power reflected back upon her experience as campaign chair, sharing her belief that the state workforce, through SECA, is willing to "share with others, to affirm the value and worth of each person's life, to celebrate living by helping those who depend on us to do what is good and right." The Governor announced the appointment of **Lawrence G. Fitch**, Director of the Department of Employment and Training, as 1995 SECA Chair. Mr. Fitch offered his views on the forthcoming Appeal, and said he was "thrilled and honored to be named the 1995 Chair, and to be working with individuals who exemplify what is best in state government." He announced the theme for the 1995 Campaign will be "Building Community Through Caring."

O.T.D.

Office of Training and Development

Spring Courses

- Arbitration Practice and Procedure in R.I.
- Basic Spanish
- Desktop Publishing
- Documenting for Discipline
- Effective Communication Skills
- Intermediate DOS
- Intermediate Lotus 1-2-3
- Keys to Clerical Success
- Open Meetings and Public Records
- Self-Assessment Techniques for Job Development
- Self-Defense for Women
- Situational Leadership
- Using Lotus 1-2-3
- Using Positive Language in the Workplace
- Using T.D.D.
- Word Perfect 6.0 for Users

For more information — call the Office of Training and Development (OTD) at 277-2877. For hearing impaired — TDD 277-6144.

Remember When???

Looking Back Through The Pages of pRide

Highlights from past issues of our newsletter.

February 1985 • (Our premiere edition.) Personnel Administrator **Brad Southworth** wrote about the size of the State Workforce. "Twenty thousand strong! That's what we number as a workforce," Southworth enthused. "We'd fill two football fields if we gathered together for a family photo. We're the largest workforce in Rhode Island and also the most diverse."

June 1985 • Linda Paolino of Cranston, a volunteer in the CASA (Court Appointed Special Advocate) Program, was one of eighteen people nationwide to receive the President's Volunteer Action Award that year. She accepted the award from President Reagan at a White House luncheon.

HealthMate®

HOOTY SMITH 2000
ZBA 061 677 - 06



**Blue Cross
Blue Shield**
of Rhode Island

**Make your heirs
wait a little longer.**

An Independent Licensee of the Blue Cross and Blue Shield Association.

HealthMate®

HOOTY SMITH 2000
ZBA 061 677 - 06



Blue Cross
Blue Shield
of Rhode Island

**You'll rarely
miss a day of work.
Our apologies.**

An Independent Licensee of the Blue Cross and Blue Shield Association.